December, 2017

Healthcare Workforce Update

ADDRESSING THE HEALTHCARE WORKFORCE NEEDS IN SOUTH DAKOTA THROUGH A PARTNERSHIP BETWEEN THE DEPARTMENTS OF EDUCATION, LABOR & REGULATION, HEALTH AND THE BOARD OF REGENTS

Inside This Issue

1 Healthcare Workforce Collaborative
2 Making an Impact on Future Shortage of Registered Nurses
2 2017 Healthcare Workforce Report
3 2017 Spencer Foreman Award for Outstanding Community Service
4 SDSU Nursing Instructor: Nicole Carlson
4 2017 Rural Healthcare Facility Recruitment Assistance Program
5 SD HOSA Hosts Three Leadership Academies Across South Dakota
6 Explore Apprenticeships as a Workforce Solution
6 Recruitment Assistance Program
7 ANEW Grant
8 Unfolding Scenario Develops Skills of WDT LPN Students
9 Sealant Utilization in South Dakota
9 Children's Day at the Capitol
10 Sanford Health Career Exploration & Opportunities
11 Avera Health Provides HOSA Experiences!
12 Office of Rural Health Staff
12 DOH Social Media
12 More Information

Healthcare Workforce Collaborative

Greetings from the South Dakota Office of Rural Health. This office along with our many partners continues to work at addressing South Dakota's healthcare workforce needs. Read on to see what's noteworthy over the past few months as well as what's coming up in the near future! As always, we welcome your feedback regarding these and other workforce development issues.

Making an Impact on Future Shortage of Registered Nurses

Huron Regional Medical Center partners with Southeast Tech to train nurses locally.
Contributed by Southeast Tech

As South Dakota's 9th largest city, Huron's community of over 13,000 relies on Huron Regional Medical Center (HRMC) for their healthcare services. Looking to the future, the leaders at the hospital recognize that the community is facing the same critical issue as the rest of the country with a looming nursing shortage. According to the American Nurses Association, the U.S. will need "more than one million new nurses by 2022 to provide quality health care for an aging population."

According to Brooke Sydow, Ed.D. with the HRMC Foundation, "As research overwhelmingly shows a long term need for RNs across the region, and our open positions continue to exceed our qualified candidates, we realized we had to make an aggressive effort to combat this issue. Two years ago we created a group of community members and HRMC staff called the Huron Nursing Task Force. The task force has diligently been meeting and discussing opportunities to bring back an RN program to Huron. Together, we involved key individuals within the community, and eventually asked Southeast Tech to partner with us to create a satellite RN program right in Huron. We knew we wanted to offer a two year program in Huron, but understood that we could not create a program from scratch! We value the accreditation that Southeast Tech brings, as well as South Dakota's top two year RN Program recognition."

In addition to starting the program in Huron, the HRMC Foundation hopes to remove any financial barriers from prospective students by creating scholarships for future RNs. Brooke notes, "The scholarships will be taking shape in the next few weeks… we are working on a number of community partners that will scholarship anywhere from 50-100% for the commitment of working at their facility. The HRMC Foundation is building a campaign to 'grow our own' workforce. We want to be able to scholarship existing employees and potential employees from our area to prevent a high turnover rate. We want to emphasize HRMC loyalty, and support our workforce as much as possible. We understand education is important to success, and by helping our own people grow in their capacity, it benefits the whole community." She continues, "We hope to have a cohort of eight that will begin the program in the Fall of 2018. Together with area hospitals and healthcare facilities, scholarships will be similar to the Build Dakota format. We will 'grant' 50%-100% scholarships for the commitment to work in the scholarship-granting facility."

LPN's are encouraged to call Southeast Tech at 605.367.6114 to find out how they can start as early as January 2018 to complete required coursework to begin the Huron RN program in Fall 2018.

Contact the HRMC Foundation at 605.353.6315 or info@huronregional.org for scholarship details!

2017 Healthcare Workforce Report

Contributed by Office of Rural Health

The 2017 Healthcare Workforce Report is complete. This report draws upon labor statistics, educational preparation data, and current health professions' licensing registries to report the healthcare workforce projected needs in the future and workforce distribution by geography, age, and profession.
http://doh.sd.gov/documents/Providers/RuralHealth/2017WorkforceReport.pdf

2017 Spencer Foreman Award for Outstanding Community Service

Contributed by University of South Dakota

The USD Sanford School of Medicine was honored to be selected as the 2017 Spencer Foreman Award for Outstanding Community Service by the Association of American Medical Colleges (AAMC). This award is considered by many to be the top award that a medical school can receive.

The award highlights community service and engagement as important elements of the academic mission and singles out institutions that can serve as examples of social responsiveness on the part of the academic medical community. In selecting the USD Sanford School of Medicine, the AAMC noted the school's multiple and meaningful partnerships with South Dakota communities. In particular, they cited the school's work with rural and Native American populations to ensure that medical students graduate with the ability to provide culturally appropriate care, to encourage students to work in these settings, and to provide an opportunity for young people to enter healthcare careers.

Dr. Nettleman, Dean of USD SSOM said: "The USD Sanford School of Medicine is very fortunate to have the support of the communities, healthcare leaders and state of South Dakota. Without them, we could not fulfill our mission and would not have received this award. This is truly an award for the entire state."

SDSU Nursing Instructor: Nicole Carlson

Contributed by South Dakota State University

South Dakota State University College of Nursing Instructor Nicole Carlson recently participated in the Edmond J. Safra Visiting Nurse Faculty Program at the Parkinson's Foundation.

The 40-hour accredited program is designed to improve nursing care in Parkinson's disease by training nurse faculty leaders who in turn, prepare students to fight the disease on the front lines. She and four other faculty members from across the nation participated in the program at the Struthers Parkinson's Center in Golden Valley, Minnesota.

Carlson spent two days learning various aspects of Parkinson's disease from the center's neurologists, therapists and nurses. She then was paired with a neurologist and saw firsthand how one would diagnose and treat a Parkinson's patient. Carlson eventually spent a day with a family as she followed a patient through the various therapies.

"I went into it looking to learn information to better educate my students—However, the knowledge I gained was far beyond my expectations," said Carlson, who will also present her knowledge to peers later this semester. "I learned so much and have been able to implement a lot of it already in clinicals. I'm able to educate students about patients with Parkinson's disease and can inform them about specific components related to the disease, such as movement and speech alterations."

Carlson would also like to visit area hospitals, health-care clinics and nursing homes to share her insights on Parkinson's.

2017 Rural Healthcare Facility Recruitment Assistance Program

Contributed by Office of Rural Health

The Rural Healthcare Facility Recruitment Assistance Program for 2017 is filled with the 2018 program scheduled to open on May 1st. Since this recruitment program is filled on a first come, first served basis, the Office of Rural Health suggests getting your applications submitted in a timely manner. The application will be posted on the Office of Rural Health page on May 1st: http://doh.sd.gov/providers/ruralhealth/recruitment/Facility.aspx.

The program helps rural medical facilities in South Dakota recruit nurses, therapists and other health professionals by providing $10,000 incentive payments to participating health professionals who complete three-year service commitments in communities with 10,000 people or less. Applications must be submitted by the employing health facility. Each eligible facility may have up to 3 participants each year. Currently participating health professionals include nurses, dietitians, medical laboratory professionals, occupational therapists, paramedics, pharmacists, physical therapists, radiologic technologists, respiratory therapists, speech therapists, and healthcare social workers. For more information about the Rural Healthcare Facility Recruitment Assistance Program, email Jill.Dean@state.sd.us, or visit http://ruralhealth.sd.gov.

SD HOSA Hosts Three Leadership Academies Across South Dakota

Contributed by AHEC Program Office

This year, South Dakota HOSA did something a little different for our fall leadership conference. Instead of having one in a mutual location, we had three on various college campuses across the state (University of South Dakota on October 21st, Lake Area Tech on October 28th, and South Dakota School of Mines and Technology on November 18th).

This year we used the L.A.U.N.C.H. acronym standing for "Leadership development," "Activity driven," "Unwavering confidence," "Networking synapse," "Collaboration station," and "Helpful hints."

The purpose of this year's academy was to inspire our South Dakota HOSA students to become better leaders through networking with other members across the state and being active in activities designed to enhance their future ambitions. A grand total of 118 students attended the three conferences. Having multiple academies allowed for more members to attend than in previous years and limited the amount of travel chapters had to do.

Many stations helped make this year's conference so great. Members were encouraged to break out their thinking caps to solve brain puzzles, work together to move a marble across the room, think strategically to build the tallest tower out of limited materials, and discover their leadership styles. They also got to converse with a series of premedical students on a Q&A panel, as well as take a tour of the campus they were on. It was a great way to see what their future would be like if they continued to pursue a health career.

Overall, South Dakota HOSA's fall academies were a smashing success and provided attendees with insightful leadership skills to take with them for the rest of their lives. To those who attended, we hope you had a great time, and we'll see you at state!

For more information regarding South Dakota HOSA-Future Health Professionals, please visit our website at www.sdhos.org or contact the State Advisor Brock Rops at 605.357.1505 or email him at Brock.Rops@usd.edu

Explore Apprenticeships as a Workforce Solution

Contributed by SD Department of Labor and Regulation

The healthcare industry continues to grow, and projections for the foreseeable future indicate the demand for healthcare workers will continue to outpace those in other industries. Recruiting, developing and retaining a high-skilled workforce is a challenge South Dakota is ready to face.

The Registered Apprenticeship model is customized to the employer's needs and combines on-the-job training with classroom instruction to progressively increase the apprentice's skill levels.

Apprenticeships in healthcare are an opportunity proving to be successful in many states. Over 50 occupations have been recognized by the U.S. Department of Labor as apprenticable in the health and counseling fields, including dental assistants, medical assistants, medical records and health information technicians.

To find out how to offer Registered Apprenticeships, visit StartTodaySD.com or call your Department of Labor and Regulation job service office.

CALLOUT BOX
Employer Benefits of Registered Apprenticeships:

- Overcome healthcare skills and workforce shortages.
- Decrease employee turnover.
- Increase employee satisfaction and commitment to the employer.
- Increase employee accountability.
- Offer employer-specific training to employees.
- Increase employer opportunities to hire individuals in the communities they serve.

Recruitment Assistance Program

Contributed by Office of Rural Health

The Recruitment Assistance Program currently has open slots and provides qualifying physicians, dentists, physician assistants, nurse practitioners or nurse midwifes an incentive payment in return for three continuous years of practice in an eligible rural community. Providers must enter into a contract with the South Dakota Department of Health in order to qualify. The amount of the incentive payment for a qualifying physician or dentist is currently $208,754. The amount of the incentive payment for a qualifying physician assistant, nurse practitioner or nurse midwife is currently $56,880. To be eligible a community must:

- Have a population of 10,000 or less;
- Be assessed by the Department of Health to evaluate the community's need for providers and be found eligible for participation; and
- Agree to pay a pro-rated portion of the total amount of the incentive payment.

  0-2,500 population – 25%
  2,501-4,999 population – 50%
  5,000-10,000 population – 75%

For more information about the Recruitment Assistance Program, email Jill.Dean@state.sd.us, or visit http://ruralhealth.sd.gov.

ANEW Grant

Contributed by South Dakota State University

As part of its continuing efforts to address rural health care in the state and region, South Dakota State University's College of Nursing recently received a two-year grant for more than $1.3 million from the U.S. Department of Health and Human Services.

The college will use the funds to develop immersive clinical traineeships in rural and/or underserved primary care settings. To help create these opportunities, the College of Nursing has partnered with Sanford Health to recruit, engage and develop new clinical preceptors and practicum sites, and design innovative skills workshops with the Sanford mobile simulation unit.

The grant will cover tuition, fees, books and a stipend for up to 16 family nurse practitioner students each year. Those students must be enrolled full time and in one of three practicum courses, and agree to a longitudinal clinical training experience in a rural and/or underserved setting.

"This project is intentionally designed to address the gap in primary care providers for rural and underserved areas, by providing education and clinical experiences for our family nurse practitioner students that focuses on the unique role and skill set of the rural provider." said Assistant Professor Victoria Britson, principal investigator of the grant. "We're looking for our graduates to be more comfortable with the higher level of care often expected of them in a rural area.

"The selected students will have an immersion clinical experience with a preceptor. That experience will help them learn what it means to be a rural provider," she continued.

The U.S. Department of Health and Human Services' Health Resources and Services Administration designated 44 of South Dakota's 66 counties as health professional shortage areas.

"This project will strengthen the quality of advanced practice nursing education by intentionally focusing on rural and/or underserved populations, ultimately improving access to care and patient outcomes for these populations in South Dakota and the region," said Nancy Fahrenwald, the college's dean.

"The benefits of this project will be fully realized when the graduates are connected with employment opportunities throughout the region," said Mona Hohman, vice president of nursing and clinical services for Sanford Health. "Sanford is proud to serve rural locations and we know that the graduates can have long, fulfilling careers serving the health needs of rural communities."

Additionally, the innovative approach will place family nurse practitioner students in rural locations for the majority of their clinical education experiences.

"Traditional education has left many recent graduates feeling less confident when faced with emergency department, hospital rounding or long-term care facility work," said Hohman. "This important clinical-academic partnership and rural immersion experience will give them a new level of experience and, in the end, make them better prepared to serve the vast health needs of rural areas.

Unfolding Scenario Develops Skills of WDT LPN Students

Contributed by Western Dakota Tech

Throughout the Fall Semester of 2017, first-semester LPN students have cared for a patient (high-fidelity patient simulator) named Roman DeLuca. The four linked scenarios involving Mr. DeLuca were developed as part of an admission-to-discharge unfolding scenario to develop nursing skills. The cohort of 24 students were split into three equal groups of eight students, each group with their own faculty member assigned.

The initial exposure to students was a post-operative assessment of Mr. DeLuca following a hip replacement surgery. The first scenario focused on many basic skills such as hand washing, patient interaction, basic medication administration, and urinary catheter insertion. In the next scenario, Mr. DeLuca's condition deteriorates into ventricular fibrillation. This part of the scenario was directly linked to in-class lessons about cardiac rhythms and CPR interventions. The nursing students were expected to begin their assessment, recognize the change in cardiac rhythm and call for a Code Team. The scenario also exposed students to the use of an AED. In the third part of the scenario, Mr. DeLuca developed deep vein thrombosis in his leg. Students were required to recognize the condition, communicate findings to the provider, work with radiology on patient transfer with a Zoll ECG attached, and then fulfill the provider's orders following the finding of DVT. Lastly, the fourth part of the scenario involves the discharge of Mr. DeLuca. Basic skills were again reinforced as part of deliberate repetitive practice. Students demonstrated medication administration, IV removal, blood and urine sampling, catheter removal, patient coaching, and social support as Mr. DeLuca lives alone with no support network.

WDT Simulation Director, Lloyd McNett, learned of the process while attending a graduate certificate program in healthcare simulation at Boise State University. The idea was then presented during a faculty in-service meeting in August. Previously, each nursing faculty member developed his/her own scenario based upon individual experiences and preferences. Under the guidance of LPN instructor Tracy Payne, the new process standardizes the simulation experience for each student while still allowing for additional training based upon feedback from clinical instructors. Student surveys were administered throughout the semester and feedback will be examined as part of continuous process improvement. Overall, the unfolding scenario has received positive reviews. The new process will continue as part of WDT's efforts to ensure graduates possess job-ready skills on "Day One."

Sealant Utilization in South Dakota

Contributed by University of South Dakota & Delta Dental of SD

Historically, South Dakota has lagged behind other states when it comes to placing sealants on the teeth of children eligible for Medicaid. According to a report from The Pew Charitable Trusts, South Dakota ranks in the bottom one-third of states when it comes to placing sealants. In 2015 the organization gave South Dakota a grade of "C-" for sealant utilization. The grade was an improvement from a "D" in 2012.

The South Dakota Dental Hygienists' Association recently conducted a survey regarding the utilization of dental sealants. Of those that responded to the survey, 92 percent reported their dental practices apply sealants. The cost was reported to have ranged from $25-$58 per sealant, making out-of-pocket costs relatively high for those without dental insurance.

Although there are few public health programs in South Dakota, children eligible for Medicaid receive sealants almost as often as children with private dental insurance. Data from 2016 shows that 17.3 percent of children ages six through nine on Medicaid were given a sealant while 18.3 percent of children six through nine covered by South Dakota's largest private dental insurance carrier were given a sealant. There are two public health programs that help boost South Dakota's numbers. The University of South Dakota's Preventive Dental Program, which utilizes mobile equipment to serve children in many schools in Southeast South Dakota, has placed more than 4,800 sealants over the past five years. Delta Dental's Mobile Program deploys two mobile dental clinics, as well as seven reservation-based hygienists, to provide a range of dental services, including sealants. Over the past five years the Program has applied more than 55,000 sealants.

According to the Centers for Disease Control, delivering sealants to children at high risk for cavities can be cost-saving to Medicaid. Overall, South Dakota has the potential to increase sealant placement and the South Dakota Oral Health Coalition has formed a taskforce for that very purpose. The taskforce will look at the potential for increasing sealant placement in both private practices and through public health programs.

Children's Day at the Capitol

Contributed by University of South Dakota

You are invited to join the Center for the Prevention of Child Maltreatment, Child Advocacy Centers of South Dakota, and other partners at the 2018 Children's Day at the Capitol during Legislative Session in Pierre, SD on January 31, 2018, from 10 AM to 3 PM.

Organizations will gather in the Capitol Rotunda to inform legislators, lobbyists, government employees and community members about their organization and work being performed across South Dakota. All organizations that work with child welfare or the fight against sexual abuse are invited to participate. There is suggested donation of $100 for each participating organization, which will help sponsor a lunch for legislators on January 31, 2018.

A brief CPCM Advisory Board meeting will be held on the afternoon of January 31, 2018, in Pierre.

Visit https://www.sdcpcm.com/2018-childrens-day-at-the-capitol to reserve your booth at the 2018 Children's Day at the Capitol. Registrations are due December 15, 2017."

Sanford Health Career Exploration & Opportunities

Contributed by Sanford Health

Sanford Health Internships Applications Available for Spring and Summer
Sanford Health is accepting applications for the Spring and Summer internship opportunities. These are paid positions available in Emergency Management, Marketing, Communications, Supply Chain Management, Finance, Human Resources, etc. just to name a few of the areas offered. The internship mission is to provide students with engaging, high-learning opportunities in quality, real-world projects; interns are paired with a personal mentor for 1 on-1 professional training. Undergraduate students are eligible to apply for these paid internships, enterprise wide at eligible Sanford locations. Internships are posted on the SanfordHealth.org, job listings site. Keyword: Internships

Sanford Youth Medical Explorers (YME) and HOSA (Health Occupations Student Association)
High School students can apply now for the Summer 2018 and school year 2018-19 Sanford YME program. Sanford Health is a sponsor of our own HOSA chapter wherein the Youth Medical Explorers students have the opportunity to participate in HOSA activities, conferences and scholarships. Participants of the YME program will explore healthcare roles through tours, activities and conversations with healthcare providers at the Sanford Medical Center in Sioux Falls. See link for application and information: https://www.sanfordhealth.org/about/academic-affairs/career-exploration

Sanford YME visit with Sanford Intensive Air

Resume Builder for Students – Volunteering
Sanford Volunteers are in high demand and need students to volunteer throughout the Sanford campus. This first step into healthcare is valuable for student volunteers as they work alongside staff to serve our patients. Another perk for volunteers, Sanford USD Medical Center student volunteers are eligible for the Health Career Scholarship to benefit student volunteers enrolled in health career programs. Scholarship awards of up to five $2,000 scholarships and up to five $1,000 scholarships as provided by the Sanford USD Medical Center Volunteer Advisory Board. See additional information and
http://www.sanfordhealth.org/careers/volunteer-opportunities/sioux-falls

Sanford Research
Sanford Research located at the Sanford Center in Sioux Falls, provides undergrads and high school students an insider's view of research. Students are eligible to apply for shadowing and numerous hands on activities and research project internships, click on the link to view all available opportunities: http://www.sanfordresearch.org/education/k12students/

Avera Health Provides HOSA Experiences!

Contributed by Avera Health

Avera works closely with HOSA students to provide opportunities to expand their health care experience. Job shadowing, volunteering, and part-time jobs are a great way to better understand the interworkings of healthcare. Avera Health offers students experiences they will not find sitting in a classroom or reading about the career online.

Avera support/ideas for HOSA chapter meetings:

- ***Avera All Access***: Come see how healthcare is delivered on an inpatient hospital unit or an outpatient service. Tours may include Emergency Department, Medical-Surgical Unit, Cardio-Pulmonary Unit, Laboratory, Pharmacy, Radiology, eCare and more. We recently hosted Brookings, Bridgewater-Emery, Lennox, Parkston, Harrisburg and Beresford ALL ACCESS.
- **Healthcare career presentations:**
    - *"What do you want to do when you grow up?"* (A look at several incredible healthcare careers)
        - This is a fun presentation with a lot of classroom involvement, from "dressing up" as the position, to learning about duties performed, education required, average hourly wage.
    - *"Scrubs, gloves & hardhats"* (Touch, feel and use several medical devices, x-rays and more)

Presentations/facilitated discussions:

- ***Hot Jobs:***
  Which jobs are in the most demand right now? How about 2 or 4 years from now? Learn what jobs will be ready and waiting.
- ***Little Known Jobs in Healthcare:***
  Large healthcare systems like Avera are their own little cities! Learn about all the different kinds of jobs available, both jobs that work directly with patients and those that don't.

Volunteer: www.avera.org **Jobs**: www.avera.org/careers
Job Shadow: https://www.avera.org/careers/job-shadow-program/

Avera offers opportunities on a number of campuses:

- Avera St. Luke's Hospital (Aberdeen, SD)
- Avera Queen of Peace Hospital (Mitchell, SD)
- Avera St. Mary's Hospital (Pierre, SD)
- Avera McKennan Hospital and University Health Center (Sioux Falls, SD)
- Avera Sacred Heart Hospital (Yankton, SD)

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DOH Social Media

Contributed by SD Office of Rural Health

What's happening at the South Dakota Department of Health and the Office of Rural Health?
Keep informed at these social media accounts.
DOH on Facebook – https://www.facebook.com/SDHealthDepartment
DOH on Twitter – https://twitter.com/SDDOH
SD Health Careers on Twitter - https://twitter.com/SDHealthCareers
HOTT on Facebook - https://www.facebook.com/SDHealthCareers?ref=hl
SIM-SD on Facebook - https://www.facebook.com/Simulation-in-Motion-South-Dakota-131973850231573/timeline/

More Information?

Contact Josie Petersen, Department of Health
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